

AGREEMENT BETWEEN
R. I. COUNCIL 94, AFSCME, AFL-CIO
ON BEHALF OF
CITY OF WOONSOCKET, RHODE ISLAND EMPLOYEES
LOCAL 670

JULY 1, 2005 - JUNE 30, 2008

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**MEMORANDUM OF AGREE
THE CITY OF WOONSOCKET**

*addendum
attach to
M 670
Contract*

**EEN
AL 670**

WHEREAS, the City of Woonsocket's Water Division filed an abbreviated rate application filing with the Public Utilities Commission on July 13, 2004, requesting a rate increase; and

WHEREAS, as part of that application, the Water Division requested salary upgrades for Water Division personnel in order to make salaries competitive with other regulated water utilities in Rhode Island; and

WHEREAS, pursuant to the Public Utilities Commission's Order (Docket No. 3626) dated July 21, 2005, money was collected by the Water Division and placed in a restricted account within the Water Division's accounts for the specific purpose of implementing these upgrades; and

WHEREAS, the City and the Union wish to support these upgrades, recognizing that they are outside the collective bargaining agreement between the City and the Union.

NOW, THEREFORE, the City of Woonsocket and the AFSCME, Local 670, hereby agree as follows:

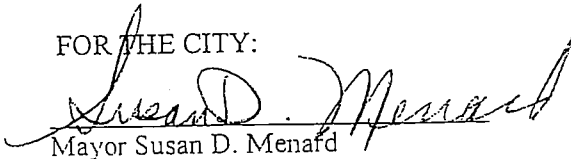
1. The City and the Union support the upgrades of Water Division personnel, as outlined in Ordinance # 06 0.40
2. That these upgrades and changes to job titles and job specifications shall be made part of the collective bargaining agreement for the period of July 1, 2005, through June 30, 2008, and shall thereafter have full force and effect, pursuant to passage of Ordinance # 06 0.40
3. That agreement on this matter is without practice or precedent as to any other pending or future matter or issue between the parties, including grievances and contract negotiations, and this Agreement will not be used as evidence in any other proceeding by either party, except to enforce the terms and conditions of this Agreement.

FOR THE UNION:


Ronald Servizi
President, AFSCME, Local 670

DATE: 6/15/06

FOR THE CITY:


Mayor Susan D. Menard

DATE: 6/15/06

BENEFIT POLICIES

There are several benefits that, over the years, were adopted and never put into writing. The purpose of this document is to preclude any confusion in the future.

Retirees continue on the Health Benefit rolls until death. Delta Dental ceases on the retiree's 65th birthday. Health Benefits are continued for the employees spouse for life as well. If the surviving spouse remarries the benefits cease. At age 65 of either the retiree or spouse the health insurance changes from whatever plan is in existence to Plan 65 Blue Cross or Blue Chip (a Blue Cross product). Retirees who were required to pay a co-pay weekly for Health Benefits will be required to pay the same dollar amount as their last payment (currently 1% of their gross pay) on a annual basis which is billed by the Personnel Division each year.(See attached Brunetti letter)..

City insurance is provided at various levels for the various unions. Retirees are invited to participate in the insurance program at their own expense. Personnel provides an annual bill to each retiree.

Directors appointed by the Mayor are provided benefits in accordance with their individual contracts.

Non-Union employees are provided the same benefits as Local 670 members.

Health Insurance Buy-Back (when the spouse has equal or better coverage) is computed at the 25% rate.

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AGREEMENT

Agreement entered into this ____ day of _____ effective as of July 1, 2005 by and between the City of Woonsocket, R.I. hereinafter referred to as the City, and AFSCME, Council 94, Local 670, hereinafter referred to as the Union, the parties hereby agree as follows:

PURPOSE

It is the purpose of the Agreement to carry out the personnel policy of the City of Woonsocket in encouraging a harmonious and cooperative relationship between the City and its employees by providing for procedures which facilitate free and frequent communications between the City and the employees of the City of Woonsocket. By means of this Agreement, therefore, the signatories hereto bind themselves to maintain and improve the present standards of service to people of the City of Woonsocket, and agree further that high morale and good personnel relations are essential to carry out this end.

The City employees, as individual members of the Union, are to regard themselves as such and they are to be governed by the highest ideals of honor, loyalty and integrity in all their public, personal and official relationships in order that they merit the respect and confidence of the general public, the City Council and the Mayor.

ARTICLE 1

RECOGNITION

- 1.1** The City of Woonsocket hereby recognizes AFSCME, Council 94, Local 670 as the sole and exclusive bargaining agent for all City employees within the bargaining unit, said bargaining unit to consist of those classes of positions set out in Article 2 of this agreement.
- 1.2** The City agrees that it will not discriminate against, intimidate, or coerce any employee in the exercise of his right to bargain collectively through the Union, or on account of its membership in, or activities on behalf of the Union.
- 1.3** Employees who are members of the Union on the effective date of this agreement shall, as a condition of employment, remain members of the Union. All new members hired hereinafter, as a condition of employment, shall remain members of the Union.
- 1.4** Any new employees serving a probationary period on the effective date of this agreement shall become and remain a member of the Union, as a condition of employment.
- 1.5** The Personnel Director shall give written notice to the Executive Director of AFSCME, Council 94 and the President, Treasurer, Chief Steward, and Safety Officer of Local 670 of those new employees within the bargaining unit when hired.
- 1.6** The City Treasurer shall deduct Union dues each pay period from the wages of all bargaining unit members of Local 670. The Payroll Clerk shall forward by check all dues deducted at intervals of no greater length than thirty-one (31) days from the end of each month. Such withholdings shall be sent to Rhode

Island Council 94, AFSCME, 1179 Charles Street, North Providence, R. I.

02904, accompanied by a list of all employees paying such dues.

- 1.7 All references to employees in this agreement designate both sexes and wherever the male gender is used, it shall be construed to include male and female employees.

ARTICLE 2

HOURS OF WORK

- 2.1 The basic work week shall consist of five (5) consecutive eight (8) hour days, Monday through Friday and, in some cases, five (5) consecutive seven (7) hour days, Monday through Friday. Police Department Telecommunications Clerks shall work on a four-on-two off work week schedule and hours shall be 8:00 AM to 4:00 PM, 4:00 PM to 12:00 AM and 12:00 AM to 8:00 AM.
- 2.2 The various classes of positions are here assigned to a basic work week and a class pay grade in accordance with the following schedule and any other class of position covered by Article 1, Section 1.1 and any other class of position that may subsequently be established by the City. See Appendix B.
- 2.3 It is recognized that there are now in existence other work schedules peculiar to certain classes of positions and such exceptions shall remain in full force and effect. In the event it becomes necessary to change the scheduled work hours in any area, the parties hereto shall make every effort to agree mutually on the hours for such schedules and fix the hours subject to grievance procedure and arbitration provisions of this agreement.
- 2.3 b Fairmount Branch staffing will not interfere with main library staffing especially where the circulation desk is concerned, such as sending a

circulation desk person to the branch and having other circulation people cover the desk for that person.

- 2.4 Shift hours, upon being scheduled, will be posted.
- 2.5 No employee, who has performed work before or after scheduled shift hours, will have the right or will be required by the City by reason thereof, to take time off to equalize his working hours.
- 2.6 When an employee is required to work in a higher class of position for one (1) full day, with a thirty (30) minute leeway, such employee shall receive the lowest salary rate at that higher class which will provide a pay increase over his present rate, provided that such employee shall receive a minimum pay increase of fifteen (\$15.00) dollars per week, or a daily rate of three (\$3.00) dollars.
- 2.7 There shall be a shift differential of effective 7/1/05 sixty-five (.65) cents an hour for the night shift (4:00 pm. to 12:00 midnight) and eighty (.80) cents per hour for the morning shift (midnight to 8:00 am.); employees assigned to the Library shall be entitled to appropriate shift differential after 5:30 pm.
- 2.8 Employees who work on emergency sanding and plowing trucks shall not be required to work in excess of twelve (12) consecutive hours unless agreed upon by the employee and Employer; provided that the employee must give the City two (2) hours' notice that he wishes to be relieved at the end of his twelve (12) hour shift. The employee shall be required to remain on the job until the thirteenth (13th) consecutive hour if a replacement cannot be obtained after the employee gives a two (2) hour notice that he wishes to be relieved. If the employee desires to be relieved at any time after working twelve (12) hours, he still must give a two (2) hour notice before leaving the

job. The City will pay shift differential to those employees who work overtime on the second and/or third shift during snow removal operations.

- 2.8a** All employees assigned to the Division of Highway, including but not limited to all persons listed on the so-called "Snow Removal Augmented List", must be available to respond to the highway barn at the inception of a weather emergency.

An emergency is defined as sanding/plowing snow storm or other weather, environmental or man made condition determined by the City to require a response. All employees must respond unless a valid sick or vacation condition is already in place. The City may grant vacation subject to recall. The first failure by an employee to call in during a calendar year shall not subject the employee to discipline. Thereafter, any failure to call in during that calendar year shall be subject to disciplinary proceeding. This clause will be sunset on December 31, 2007 providing there are no problems with the operation of the department on storms.

The City may utilize the services of any City employee for assistance in snow removal, provided that all eligible members of Local 670 and Local 3851 have been contacted first.

ARTICLE 3

OVERTIME

- 3.1** Time and one-half shall be paid in each or any of the following instances and each instance shall not be dependent on any other instance, but there shall be no duplication or pyramiding of overtime:

- (a) All work performed in excess of eight (8) hours and, in those classes of positions in which it is applicable, all work performed in excess of seven (7) hours, in any one day.
- (b) All work performed in excess of forty (40) hours and, in those classes of positions in which it is applicable, all work performed in excess of thirty-five (35) hours (for which overtime has not previously been paid), in any week.
- (c) All work performed before or after any scheduled shift.
- (d) All work performed on Saturday, except as hereinafter provided.
- (e) All work performed on any of the holidays specified in 12.1 in addition to any holiday pay that any employee shall be entitled to under 12.1.
- (f) When partial holidays are observed as outlined in 12.2, and certain employees are required to work their entire schedule, such employees shall receive time and one-half for one-half of their regularly scheduled hours for such day.
- (g) Each employee shall have the option to select compensation for overtime either in cash or accumulate compensatory time up to fifty-six (56) hours; after fifty-six (56) hours the employee must be paid; however, it is agreed that no employee will earn or discharge more than fifty-six (56) hours in each contract year.

3.2 Double time shall be paid for all work performed on Sunday, except as hereinafter provided, but there shall be no duplication or pyramiding of overtime.

3.3 Any employee whose regularly scheduled shift shall include Saturday and/or Sunday, shall not be paid premium pay; however, any such employee shall be

paid double time for any work whatsoever performed on the seventh (7) day in his respective work week and at the rate of time and one-half for work performed on the sixth (6th) day, providing said employee has worked the previous five (5) days. This section does not apply to Police Department Telecommunications Clerks except when they are required to work on their two off days.

- 3.4** Overtime work is to be made a matter of record and distributed fairly and equitably among employees capable of performing the work in their respective division and class of position. A record of overtime will be furnished the Union upon request. Each department of the City shall post an overtime sheet, which shall be updated monthly. For the purpose of equal distribution of overtime, hours recorded on bulletin boards in each division shall be recorded as straight time hours paid.

If an employee is inadvertently omitted on an overtime assignment, the employee shall be afforded the opportunity to be included in the next overtime schedule. If the employee is not scheduled within ninety (90) days from the date that the employee was omitted from the schedule, the employee shall receive full payment for the overtime to compensate the loss.

- 3.5** Hours credited for sick leave, compensatory time and compensable injury shall be considered as time worked for the purpose of computing overtime.
- 3.6** Overtime refused will be made a matter of record and charged to an employee for the purpose of equal distribution.

ARTICLE 4

CALL IN TIME

- 4.1** The City will arrange so that any employee reporting for work on any regularly scheduled work day, unless notified during the preceding half shift, not to do so, will be permitted to complete at least a half shift period, and may be assigned other than his regular work within his physical capacity at his established hourly rate. However, this may not apply when operations are suspended due to causes beyond the City's control such as fires, floods, storms and failure of power supply.
- 4.2** Employees called in and reporting for emergency work after leaving their place of employment and outside their regularly scheduled shift hours, shall receive not less than four (4) hours pay at their overtime rate.
- 4.3** The foregoing provisions shall not apply to call back of the Animal Control Officer and his assistant due to the nature of the responsibilities of said position; compensation shall be based upon time worked.

ARTICLE 5

SENIORITY

- 5.1** The parties hereto recognize and accept the principle of seniority within a class of position within a department in all cases of layoff and recall.
- 5.2** Seniority is defined as the total length of City service in any capacity within the bargaining unit as described in 1.1 of this agreement.
- 5.3** The Personnel Director shall prepare and forward to the secretary of Local 670 a seniority list of employees by class of position and by division. Seniority

lists shall be revised within each division showing the employee's name, class of position and seniority.

- 5.4** An employee who goes from one class of position to another shall carry his seniority with him upon satisfactory completion of a three (3) month probationary period in the new class, when required.
- 5.5** In the event of layoff, the employee with least seniority in the class of position within the division affected, shall be laid off first. Within five (5) days of layoff, the laid off employee on the re-employment list may bump the employee with the least seniority in the same or a lower pay grade classification position in that division provided that the laid off employee can perform the duties of the job bumped without any additional training and subject to a ninety (90) day trial period. Two (2) weeks' notice of layoff shall be given to the employee affected by such layoff.
- 5.6** A probationary period of three (3) months shall be required in the event of any change of position.
- 5.7** A laid off employee's name shall be placed on a re-employment list, by class of position and division, and shall remain on said list for a period of two (2) years from the date of such layoff. Seniority shall accrue to such employee while on the re-employment list. No new employee will be hired and no new employee will be transferred into any class of position or division until all employees on such re-employment list for that class of position have been recalled to work, provided, nevertheless, that an employee on the re-employment list with the greatest seniority within a division shall have a priority to a recalled position in the same or a lower pay grade classification in the same division provided that said employee can perform the duties of the

recalled position without any additional training. Pending the return to work of the recalled employee, the appointing authority may transfer another employee to a vacant position for which there is a re-employment list. The Personnel Director, for the purpose of recall, shall send a registered or certified letter to the last known address of the employee unless actual personal contact can otherwise be made by the Personnel Director and the employee shall have five (5) days from the date of the sender's receipt, or the personal contact, to reply to such recall.

5.8 If a recall to work does not reasonably assure the employee of four (4) weeks continuous work, a failure to accept will not be considered a refusal. Upon return to work, a recalled employee shall receive that salary rate to which he would have been entitled had he not been laid off if he/she returns to the same class of position.

5.9 In promotional examinations, each employee shall receive one-half of one (1) point for each full year of City service, up to a maximum of ten (10) points. All vacancies and/or new jobs created by the City shall be posted on the City bulletin boards for ten (10) working days. Copies of all postings will be supplied to the President and Chief Steward of Local 670. Any employee desiring such vacancy and/or new job shall notify the Personnel Director in writing of their said desire.

(a) The City will post all vacancies within thirty (30) days after the appointing authority for each department has decided the position is to be filled. Once posted, the City will fill these vacancies within ninety (90) days.

- (b) The City shall pay for any courses resulting from any local, State or Federal regulations requiring upgrading or additional courses for Water Pollution Control Operator and tuition reimbursements under Section 5.10 (c).

5.10 New employees shall serve a probationary period of six (6) months. New employees will be subject to dismissal for any reason during their initial six (6) month probation. Both the Union and the employee will be told the reason (s) for dismissal. New employees who have satisfactorily completed the probationary period shall be known as permanent employees and their seniority shall be dated from their first day of employment. (Employees presently on probation will be grandfathered).

- (a) Probationary employees can work overtime in the normal overtime rotation. Probationary employees can also be assigned to any permanent shift and work alone as long as the permanent shift assignment has been offered by seniority to other bargaining unit members in class.
- (b) Employees transferred to a class of position assigned to a higher pay grade, shall serve a probationary period of three (3) months.
- (c) A committee of five (5) personnel, two (2) Union and two (2) management with the fifth being the Personnel Director, who will serve as Chairman, will be set up within ninety (90) days of the signing of this contract to review all Local 670 job specifications and pay grades. The committee's purpose will be to update and amend all those job specifications which need modification and also establish appropriate pay grades. The recommendations of these committees

must be submitted to the City and the Union. Both the City and the Union agree that the recommendations will be a mandatory topic of negotiations for the contract negotiations for each successor collective bargaining agreements.

5.11 Seniority shall be considered broken for the following reasons only:

- (a) When an employee has been discharged for just cause;
- (b) When an employee voluntarily terminates his employment;
- (c) When an employee fails to respond to a recall notice;
- (d) When an employee fails to notify his departmental director of his absence from work within three (3) working days;
- (e) When an employee fails to renew a leave of absence;
- (f) When an employee engages in other work while on leave of absence;
- (g) When an employee is laid off in excess of two (2) years from the date of his most recent layoff.

ARTICLE 6

UNION COMMITTEE

6.1 The Union shall furnish the City with a written list of its officers immediately after their designation and promptly notify the City of any change in such officers.

- (a) All Union Officers and Stewards shall have top seniority in their respective departments to insure representation of all employees during layoff periods.

6.2 The Union Stewards and Officers will be allowed the necessary time during working hours to process grievances and to conduct contract negotiations.

Such time shall be with the approval of the departmental director involved;
and such approval shall not be unreasonably withheld.

(a) When appearing before the Personnel Board at grievance hearings, the Union will be represented by no more than two (2) Union officials, along with the grievant (s), witnesses, and the Council Representative.

6.3 Union and City representatives may request to meet during working hours for the purpose of discussing mutual problems at the request of either party. Such meetings, once scheduled, may be cancelled or postponed by mutual consent.

6.4 Delegates and Union Officers, required to attend Union conventions and conferences, will be allowed time off with pay not to exceed a total for all delegates and officers of five (5) days cumulative per year.

ARTICLE 7

GRIEVANCE PROCEDURE

7.1 For the purpose of this agreement, the term "**Grievance**" means any difference or dispute between the City and the Union, or between the City and any employee with respect to the interpretation, application, claim of breach or violation of any of the provisions of this agreement.

(a) An "**aggrieved person**" is any person or group of persons making a claim under this article.

7.2 Any such grievance shall be settled in accordance with the following procedure:

(a) A discussion between the aggrieved party and the Union Steward, if requested by the employee, and the Supervisor or Division Head involved. If an agreement cannot be reached, verbally, the Union

and/or the aggrieved party may file a grievance, in writing, within five (5) working days of the disagreement to the department head who shall give his answer within five (5) working days thereafter.

(b) Failing to settle the matter under (a) within five (5) working days thereafter, the aggrieved employee shall present his grievance, in writing, to the Personnel Board, and the Personnel Board shall give its answer, in writing, within five (5) working day thereafter. In the event that the Department Director or his designee is absent, the time period in (a) will be extended five (5) additional days. In the event the Personnel Board are absent, the time frame in (b) shall be extended by thirty (30) days. If both time frames are met without a hearing, the Union has the right to move automatically to the next level of the grievance procedure.

(c) The Union and the City agree to accept and act promptly upon any grievance of a general nature received from one another. Any such grievance will be presented, in writing, and will be processed in accordance with paragraph a, b and c hereof.

(d) In the event the grievance is not settled in a manner satisfactory to the aggrieved party (the Union or the City), then either party may submit such grievance to arbitration in the manner provided herein.

7.3 Either party to this agreement shall be permitted to call witnesses as part of the grievance procedure. When an employee is called as a City witness, he/she must appear before the hearing officer. The City, on request, will produce payroll and other records, as necessary.

- 7.4** Members of the Union Committee, Stewards, the aggrieved employee, and employee witnesses, will be paid at their regular wage up to their shift quitting time for time spent in processing grievances or attending conferences on contract negotiations.
- 7.5** Nothing contained herein deprives an individual employee of the right to process his grievance without Union representation. If such grievance is processed without Union representation, the facts of said grievance will be furnished the Union.
- 7.6** Union Representatives may assist Local 670 Representatives in negotiations and in the processing of any grievance.
- 7.7** The grievance procedure and arbitration provided for herein, shall constitute the sole and exclusive method of determination, decision, adjustment, or settlement between the parties of any and all grievances, except as set forth in Article 7, Section 7.2 of this agreement.

ARTICLE 8

ARBITRATION

- 8.1** If a grievance as defined in Article 7 is not settled under said article, such grievance shall, at the request of the executive board, or the City, be referred to the American Arbitration Association for arbitration, in accordance with its rules then obtaining. The decision of the arbitrator shall be final and binding upon the parties. The expense of such arbitration shall be borne equally by the parties.
- 8.2** Only grievances arising out of the provisions of this agreement relating to the interpretation or application thereof, may be submitted to arbitration.

- 8.3** All submissions to arbitration under this article must be made within four (4) weeks after the decision in Section 7.2(c) of the grievance procedure, except that all submissions to arbitration as to suspensions and dismissals, must be made within two (2) weeks after the decision in Section 7.2(c) of the grievance procedure.

ARTICLE 9

DISCIPLINARY ACTION & DISCHARGES

- 9.1** An appointing authority or any subordinate designated by him may dismiss, demote or suspend an employee for just cause. If, within five (5) days of such dismissal, demotion or suspension, the employee so affected notifies the Personnel Director in writing, that he has been unfairly treated, he may have his case reviewed in accordance with the grievance and arbitration procedures as set forth in this agreement.

An employee who has been promoted but who does not satisfactorily complete his probationary period in the higher class, and therefore returns to his former class, shall have no right of appeal under this section.

- 9.2** In the event that an employee is dismissed, demoted or suspended under this section, and such employee appeals such action and his appeal is sustained, he shall be restored to his former position and be compensated at his regular rate for any time lost during the period of such dismissal, demotion or suspension.
- 9.3** Disciplinary action shall be imposed on an employee for just cause. The following progression will be observed in general: oral, written, suspension and discharge. All disciplines will be documented. The employee and the Union will be notified at or before the actual time an employee is to be

disciplined of the specific reason for the discipline. The City has two (2) working days after the discipline is given to present written documentation of such discipline to the employee and the Union.

- 9.4** Oral warnings shall be expunged from an employee's record upon the completion of one (1) year if no further discipline is given. Written warnings will be expunged from an employee's record upon the completion of two (2) years if no further discipline is given. Employees who the City deems as potential sick leave abusers will be first counseled concerning their sick time. Continued abuse after counseling can result in an employee being placed on an abusive sick leave list which would require the employee to present a physician's certificate or other satisfactory evidence for all sick time used during this period. The abusive sick leave list will be for a duration of 3 months. If the employee uses no more than one (1) sick day during this period the employee will be removed from this list.

ARTICLE 10

MISCELLANEOUS

- 10.1** The City agrees to provide reasonable bulletin board space, where notices of official Union matters, submitted by the Union and approved by the City, may be posted.
- 10.2** No one out of the bargaining unit shall perform work normally done by a member of the bargaining unit unless an emergency arises. In no case will the provisions be used to deprive any members of the bargaining unit either straight time or overtime.

- 10.3** A clothing allowance of \$150.00 a year will be paid to all employees in the month of October, pro-rated, based on the time the employee has worked. Employees must be on the payroll in October to be eligible for clothing allowance. The City will supply two (2) sets of uniforms or coveralls to Wastewater Treatment Plant employees including the outside sewer crew, Water Division employees including the outside crew, and Meter Readers annually. Reimbursement for certified boots up to \$125.00 per year. Five (5) safety orange T-shirts to be supplied every two (2) years and two (2) orange winter jackets to be supplied every two (2) years. The City to supply two (2) sets of uniforms or coveralls for Highway Mechanics. Five (5) new uniforms supplied per year for Telecommunications Clerk.
- 10.4** The City agrees to pay the yearly license fee for the Hoisting Engineers, Water Pollution Control Operators, and Water Treatment, as well as the yearly license fees for all local, state, and federal requirements for all members covered under this agreement.
- 10.5** Foreman shall not be allowed to perform duties outside their regular duties such as operating equipment unless an emergency arises.
- 10.6** The established practice of taking fifteen (15) minute breaks in the morning is recognized. A ten (10) minute break will be permitted in the afternoon. In these cases, this means only two (2) per day will be permitted. Breaks may be taken by employees who work overtime of four (4) hours or more.
- 10.7** Doctor's statements shall be honored in relation to leave of absence or sick leave. Family sick leave of three (3) days will be allowed with a doctor's report; this time to be deducted from sick leave.

10.8 Any permanent employee of the Wastewater Treatment Plant who has satisfactorily completed a course approved by the Public Works Director, whose approval shall be at his sole discretion and may be based on economic or other factors, will receive an additional **\$2.75** a week while employed in the Wastewater Treatment Plant.

Effective July 1, 1988, any permanent employee of the Wastewater Treatment Plant, who has satisfactorily completed a course approved by the Public Works Director, whose approval shall be at his sole discretion and may be based on economic or other factors, shall be as follows: **Grade 1 through 4 licenses, \$8.00 weekly.** Additional income shall be paid to said employees while employed at the Wastewater Treatment Plant.

10.9 Wastewater Treatment Plant employees and the outside sewer crew shall have an annual physical examination and necessary inoculations as determined by the State Health Department which will be paid for by the City. All reports shall be made available to the City, the employee and the Union. Further, within thirty (30) days after the signing of this contract, employees will receive the necessary inoculations.

10.10 Drug Testing – Random testing for all employees operating City vehicles. If, during a random test the presence of a controlled substance is detected, the employee will undergo EAP. Subsequent offenses are subject to progressive discipline.

10.11 All wage step increases shall be at six (6) month intervals.

10.12 All employees working alone, within the hours of 4:00 pm. to 8:00 am. shall be provided with two-way, portable communication devices to help insure safer working conditions. Said employees shall include all Highway

Watchpersons, all Water Division Shoppers, all City Hall Watchpersons, all Park Division Personnel, and any other persons who shall occupy jobs created in the future by the City that may warrant need for such communication devices.

10.13 All employees must supply their supervisor and the Personnel Director with a telephone number at which they can be reached in case of emergency. They also should supply their supervisor and the Personnel Director with a current address and phone number which will be kept confidential.

10.14 The City and the Union realize the State has passed a law concerning Commercial Driver's License requirements to comply with Federal statutes. The parties, therefore, agree to the following for employees:

1. The City will pay for two (2) tests if needed, the first license and all future renewals. Employees will be responsible for any further testing.
2. After April, 1992, if an employee still does not qualify, they will be given another position if they meet minimum qualifications and there is a position available.
3. If there is no position available, the employee shall be given preference for the next vacant position available before hiring someone from outside the bargaining unit, if the employee meets the minimum qualifications of the position.

10.15 The City will pay for individual membership in the New England Water Works Association for Water Treatment Operators.

10.16 Effective July 1, 2005 any permanent employee of the Water Division that has obtained full certification as a Drinking Water Treatment Operator or a

Drinking Water Distribution Operator shall receive additional income weekly as follows:

Grade 1	Treatment or Distribution Operator	\$11.00
Grade 2	Treatment or Distribution Operator	\$15.00
Grade 3	Treatment or Distribution Operator	\$19.00
Grade 4	Treatment or Distribution Operator	\$23.00

ARTICLE 11

WAGES

11.1 The wage increases to be implemented during the period of this Agreement are as follows:

Effective 07/1/2005	4%
Effective 07/1/2006	2%
Effective 01/1/2007	2%
Effective 07/1/2007	2%
Effective 01/1/2008	2%

ARTICLE 12

HOLIDAYS

12.1 Employees are entitled to a day off with pay at their regular rate of pay on holidays which occur or are celebrated within an employee's assigned basic work week; said holidays are as follows:

New Year's Day
Martin Luther King Day
Good Friday
Memorial Day
July 4th
V. J. Day
Labor Day
Columbus Day
Veterans' Day
Election Day/In November in every Even Year

Thanksgiving Day and the following day
The Day before Christmas
Christmas Day

- 12.2** Holidays which fall on a Saturday shall be celebrated on the last scheduled work day before the holiday, except for the Plant Operation Group, City Hall Watchman, and Highway Division Watchman.
- 12.3** a. Whenever any of the preceding listed holidays fall on a Sunday, the following day shall be considered the holiday.
- Holiday pay for any of said listed holidays will not be paid for any of said holidays which occur on any day of the week not within the employee's assigned 35 or 40 hour basic work week.
- b. Employees assigned to the Plant Operation Group, City Hall Watchman and Highway Division shall receive holiday pay for actually working on a holiday which falls on either a Saturday or Sunday if it is their regular day to work.
- Employees who are off shall receive eight hours holiday pay in addition to their regular pay.
- 12.4** Employees temporarily absent due to injury suffered in the course of employment, or due to bona fide illness causing temporary absence, (in either case not in excess of one hundred eighty (180) days, will be eligible for holiday pay.
- 12.5** An employee who has reported for work, but who has been laid off during the week in which a holiday occurs, shall receive pay for such holiday.

ARTICLE 13

VACATIONS

- 13.1** All permanent employees in full time positions who are covered by this agreement, and who have six (6) months or more seniority as of January 1 or July 1 of the applicable year, shall receive a vacation computed by using the anniversary date of the employee's appointment as follows:

SENIORITY

VACATION

6 Months up to 1 year
1 year up to 5 years

1 week plus 2 days
2 weeks plus 2 days

One (1) additional day of vacation shall be added for each full year in excess of five (5) years, but less than ten (10) years.

10 years	3 weeks plus 2 days
12 years	3 weeks plus 3 day
14 years	3 weeks plus 4 days
16 years	4 weeks
18 years	4 weeks plus 1 day
20 years	4 weeks plus 2 days
21 years	4 weeks plus 3 days
22 years	4 weeks plus 4 days
23 years	5 weeks
24 years	5 weeks plus 1 day
25 years and over	5 weeks plus 2 days
28 years	5 weeks plus 3 days

Two (2) additional days of vacation shall be added each year on January 1 in place of two (2) holidays, namely:

Washington's Birthday and Rhode Island Independence Day.

- 13.2** The distribution of vacation pay shall be on or before the start of the employee's vacation.

- 13.3** An employee's total seniority with the City as of January 1 or July 1 in the applicable year, shall be used as a basis for computing the length of vacation under the provisions of 13.1.
- 13.4** In case an employee dies or terminates his employment, leaving accrued vacation pay not yet paid, the City shall pay the amount of such accrued vacation pay to the executor or administrator of his estate, to his next of kin, or the employee, whichever is legally appropriate.
- 13.5** The vacation period for employees covered by this agreement shall be upon accrual. Time off for vacations shall be established by the appointing authority and once established, employees will be notified of approval or denials of annual vacation request no later than April 15 each year. Any request for an exception to the specified vacation period shall be made to the Division Chief or the Departmental Director at least two (2) weeks prior to the start of the vacation time requested. Approvals or denials for all other requests for vacation will be done in a timely manner affording the employee as much advance notice as possible. Employees will have a right to grieve when they feel there is a lack of timely notice of approval or denial of such vacation requests.
- 13.6** Should a question arise between employees as to when their vacation will be taken, the senior employee shall have preference.
- 13.7** All employees by seniority in each division, may have first choice in selecting vacation of up to two weeks. Once original requests are made, all employees by seniority in each division may choose up to an additional two weeks vacation. Once this process is completed, all other vacation requests will be first-come, first-serve.

- 13.8** All vacations must be taken during the calendar year in which they are due, and vacation time shall not accrue from one year to another following the execution of this agreement.
- 13.9** In case any employee is temporarily absent from work as a result of leave of absence, on-the-job injury, or otherwise for a period of thirty (30) days or more, vacation entitlement shall be apportioned for the entitled year in accordance with the time worked by said employee and his full entitlement; provided, however, that any accrued vacation due said employee shall not be lost.
- 13.10** Two (2) personal days shall be allowed to all employees covered by this agreement. These days shall have priority over all other forms of time off. These days shall not accumulate from year to year unless the performance of duties prevents it. In such cases, employees may elect to carry over personal days or be paid in cash. In either case, this shall be used at the discretion of the employee.

ARTICLE 14

HEALTH AND WELFARE

- 14.1** Subject to the limitations contained herein, the City shall pay the cost, including family coverage, for its employees on active service in the City currently enrolled in the Classic Blue Cross program shall discontinue said coverage and transfer coverage to Blue Cross Health Mate Coast to Coast plan at the first opportunity allowed by the insurer. The City will also pay the cost of Delta Dental, Level III, Family membership where applicable. The City will pay the cost of Delta Dental, Level IV, family membership, up to a coverage

limit of \$1200.00. Any employee desiring a coverage limit for Level IV of \$2000.00 may obtain said coverage at their own expense for the difference between Level IV (\$1200) and Level IV (\$2000). The City will pay the cost of Blue Cross/Blue Shield Major Medical, Delta Dental Plan, Prescription Rider and Vision Care Rider, which are in effect, for employees who retire and their spouses, until age 65; thereafter, they shall be covered by Blue Cross Plan 65.

Eye Care Hardware per Employee Only, \$25 nominal fee per year reimbursed upon receipt of bill.

- 14.2** The City agrees to supply safety equipment and special protective clothing for its employees. Repeated failure to use such safety equipment and protective clothing shall subject the employee to disciplinary action, provided such equipment is available.
- 14.3** Effective September 1, 2002, the City will pay the cost of life insurance for all employees covered by this contract in the amount of \$40,000.
- 14.4** The City reserves the option to explore and adopt, if the Union agrees, other medical and dental programs containing equal or better benefits.
- 14.5** Employees who work outdoors will not be required to "hot pave" in temperatures 90 degrees Fahrenheit or higher. Employees will not be required to wash vehicles outside in temperatures 32 degrees Fahrenheit or below.
- When employees feel that other requirements are made upon them that may be Health & Safety violations, they will be brought immediately to the department head's attention and the safety & health officers of Local 670 for resolution. If unable to be resolved by the department head or the Safety & Health Officer, they will be brought to the Mayor's attention for resolution.

- 14.6** Employees who waive medical insurance will receive twenty-five (25%) percent of the premium for both health and/or dental coverage.

ARTICLE 15

PENSION MEMBERSHIP

- 15.1** New employees shall be required to become members of the Municipal Employees' Retirement System effective on the date of hire, as established by resolution of the City of Woonsocket dated February 16, 1962, said resolution having been enacted in accordance with the provisions of Title 45 of the General Laws of Rhode Island. Said retirement plan will be run in accordance with the rules and regulations of said plan.

The above-mentioned retirement system is an addition to the provisions of the Social Security Act under which the employees included in this agreement are covered.

- 15.2** For informational purposes only, the following provisions of the Municipal Employees' Retirement System are set forth and such provisions are not to be considered as part of this agreement.

- (a)** Employees' contribution to said retirement is six (6%) per cent of their weekly salary.
- (b)** The City's contribution to said retirement system is based on Actuarial Study from the Retirement Board.
- (c)** Service retirement under this system cannot be prior to age 58. There are provisions for retirement under age 58 in case of certain disability condition.

- (d) The length of time required under the retirement system in order to be eligible for a pension is ten (10) years.
- (e) An employee leaving the City service with less than ten (10) years under the retirement system may withdraw the amount he has contributed to such system, but without interest.
- (f) If any employee leaves the service of the City with ten (10) years or more under the retirement system, he may withdraw the amount he has contributed or he may leave the fund intact and be entitled to a pension at age 58, in accordance with the credits that he has under the retirement system.

15.3 Any classified employee who has not or does not join the Municipal Employees' Retirement System of the State of Rhode Island, as adopted by the City of Woonsocket on July 1, 1962 and who has, or shall hereafter attain the age of seventy (70) years, shall be retired. Retirement shall occur on the first day of the calendar month next succeeding the date in which such employee shall have attained the age of seventy (70) years.

15.4 Effective July 1, 1977, the City will enroll all eligible employees in the Municipal Employees' Retirement System based on two (2%) of salary.

15.5 Rhode Island Employees Retirement System Cost of Living Adjustment (COLA) Plan B subject to the terms of RI General Laws 45-21-41, as amended, one percent (1%) of the employee's compensation concurrently with and in addition to contributions otherwise being made to the retirement system will be contributed by each employee starting on January 1, 2000.

ARTICLE 16

SICK LEAVE

16.1 Sick leave shall be defined as the absence from duty of any employee due to illness or exposure to contagious diseases. All such leaves foreseeable shall require specific prior approval of the departmental director and unforeseeable leaves shall require notification to the department director and/or division head no later than the regular starting time of work. Sick leave shall be considered a privilege and shall be administered by the personnel director.

Sick leave with pay shall be accrued to employees at the rate of one and one-quarter (1 1/4) working days for each full calendar month of service, provided, however, that such a benefit shall not accumulate in excess of one hundred-fifty (150) working days.

The departmental director may require a physician's certificate that an employee is too ill to perform his regular duties. In any event, such physician's certificate shall be mandatory after four (4) consecutive days of absence due to illness.

In case an employee dies or retires, leaving unused sick leave, the City shall pay the amount of such sick leave at the rate of seventy (70%) percent to the executor or administrator of his estate, to the next of kin, or to the employee, whichever is legally appropriate.

In case of retirement of any employee, said amounts shall be paid to the employee on retirement.

16.2 Bereavement leave allowable for death in the family, not deducted from sick leave, shall be as follows: for wife, husband, child, mother, father, brother or sister, mother-in-law, father-in-law and grandchildren; from the time of

notification to and including the day of burial, not to exceed five (5) days. For daughter-in-law and son-in-law, the day before burial and the day of burial shall be allowed. For sister-in-law, brother-in-law, aunt, uncle, niece, nephew, grandmother, grandfather, current step parents and current step children, the day of burial shall be allowed. The employee must present proof, such as an obituary notice, etc., in questionable cases, in order to be allowed to use Bereavement Leave.

- 16.3** A leave of absence shall be granted to an employee, upon request, for reasons of childbirth or adoption.

Childbirth leave shall be deducted from accumulated sick leave pursuant to a doctor's order, upon the employee's request. In the event an employee adopts a child, sick leave shall be granted in accordance with any legal requirement for parental care of the adopted child, upon an employee's request.

- 16.4** Any officer or member of the executive board shall be allowed time off with pay to attend the funeral service of a member. Officers and executive board members shall be allowed time off with pay to attend the funeral service of any officer or executive board member. Such time off with pay shall not be deducted from accrued sick leave or vacation.

- 16.5** All employees covered by this agreement shall be covered by the Workers' Compensation Act of Rhode Island. The City agrees to the policy of paying the difference between Workers' Compensation awards and the employee's regular base pay as follows:

1. (a) During the initial two (2) year period an employee collects Workers' Compensation, any compensation checks received by the employee shall be produced for verification to the Personnel Director

and the City will pay employee the difference between said check and his regular base pay for said two (2) year period without deduction from sick leave.

(b) During the initial one (1) year period an employee collects Workers' Compensation, any compensation checks received by the employee shall be produced for verification to the Personnel Director and/or his/her staff, and the City will pay the employee the difference between said check and his/her regular base pay for one (1) year period without deduction from sick leave.

2. Thereafter, upon producing said checks to the Personnel Director for verification, the difference between any Workers' Compensation award and the employee's regular base pay shall be deducted from the employee's sick leave account and the employee shall be paid said difference in pay until the employee's sick leave account has been exhausted.

3. (a) The foregoing (Section 1a) shall be applied prospectively and shall have no effect or application to employees receiving Workers' Compensation benefits on June 30, 1981.

(b) Section 1 (b) shall be effective prospectively from July 1, 1988 and shall apply to workers injured on the job thereafter.

4. Sick leave shall not accrue while on-the-job injury continues.

16.6 In any case where an employee has accumulated his maximum sick leave entitlement under paragraph 16.1 above, he shall, at the end of each contract year be entitled to be paid for any unused days of sick leave as follows:
for the first five (5) days at the rate of 25% per day;

for the next five (5) days at the rate of 50% per day;
for the next five (5) days at the rate of 75% per day.

Payment for said days of unused sick leave shall be at the employee's daily rate of pay at the end of the current contract year, the daily rate of pay being one-fifth (1/5) of the employee's weekly rate of pay. Said payment shall be due and payable within thirty (30) days of the last day of the contract year in one lump sum in a check separate from the employees' regular pay check.

a. When an employee uses no sick time for one (1) calendar year a bonus of two hundred fifty (\$250.00) dollars will be paid to the employee.

b. Effective 1/1/2001 all employees covered by this Agreement will be covered by TDI as per state law conditional of state approval.

- 16.7** The parties agree to set up a committee to review and recommend amendments, change, corrections, consolidations, etc. for issues pertaining to Sick Leave language. The Committee will consist of two Union members chosen by the Union President and two members chosen by the Mayor. This committee will meet within 90 days of the signing of this contract. All recommendations and conclusions of the committee must be approved by the entire Union membership as well as by the City before being implemented.

ARTICLE 17

MILITARY SERVICE

- 17.1** Any employee, other than temporary, who is a member of a reserve force of the United States, or the Rhode Island National Guard, or the Rhode Island Air National Guard, and is ordered by the appropriate authorities to attend a training period, or other duties under supervision of the United States, or the

State of Rhode Island, shall be granted a leave of absence without pay from his position during the actual duration of such activity, but not to exceed fifteen (15) days annually. During this period, the employee shall accrue sick leave and vacation leave as though actually employed. Such employee shall receive that part of his regular salary which will, together with his reserve or guard pay, equal his total City salary for a similar period.

ARTICLE 18

JURY DUTY

- 18.1** Any employee, other than temporary, shall be granted a leave of absence for required jury duty or other civic duty requiring an appearance before a court or other public body. Said employee will receive their full salary and will turn in said jury duty pay into the City. Should the employee receive extra salary as a result of sequestration or the like, said employee may keep this extra salary.
- 18.2** If an employee is required to testify at a hearing as a result of a subpoena or the like, and this hearing has nothing to do with City business, that employee must discharge either compensatory time, personal time, vacation time, or leave without pay for said day.

ARTICLE 19

LEAVE WITHOUT PAY

- 19.1** Upon written application, a permanent employee may be granted a leave of absence, if approved by the appointing authority and personnel director, not to exceed six (6) months, and subject to one (1) renewal, not to exceed six (6)

months, for reason of personal illness, disability, or for other purposes deemed eligible, subject to approval of the appointing authority and personnel director.

- 19.2** Leaves of absence, for reasons other than those above, may be granted with the consent of the appointing authority.
- 19.3** Upon return to work, such employee will be placed in his former job, if available, or in an equivalent one in accordance with his seniority at the then prevailing rate for the work performed.
- 19.4** Seniority shall be retained and shall accumulate during all leaves of absence.

ARTICLE 20

NO STRIKES OR LOCKOUTS

- 20.1** The Union will not cause, call or sanction any strike, work stoppage or slowdown, nor will the City lock out its employees during the term of this agreement.
- 20.2** It is agreed that all provisions of this agreement are binding on each of the individuals governed by this agreement for the duration thereof, with the same force and effect as if they had individually signed the said agreement.

ARTICLE 21

LONGEVITY

- 21.1** Each employee covered by this agreement shall be entitled to longevity payments after service as a City employee for a period of five (5) years from date of appointment. Any employee entitled to longevity payments shall be paid the same in one (1) lump sum on or before December 1 of each year. The date of November 1 shall be the date used to determine whether or not an

employee is entitled to longevity payments for that year. Payment of longevity shall be in accordance with the following schedule:

Commencing of employment to and including fourth (4th) year	- 0% of salary
Fifth (5th) year to and including ninth (9th) year	4.5% of salary
Tenth (10th) year to and including fourteenth (14th) year	5% of salary
Fifteenth (15th) year to and including nineteenth (19th) year	5.5% of salary
Twentieth (20th) year to and including twenty-fourth (24th) year	6% of salary
Twenty-fifth (25th) year and over	6.5% of salary

Longevity pay will not be paid to employees who have been on Workers'

Compensation for more than one (1) year.

ARTICLE 22

MANAGEMENT RIGHTS

- 22.1 The management of the City and direction of the working forces is vested exclusively in the City including, but not limited to, the right to hire, suspend or demote, discipline or discharge for just cause, to transfer or layoff because of lack of work or other legitimate reasons, to determine the type, kind and quality of service to be rendered to the community, to determine the location of the physical structures of any division or department thereof, to plan and schedule services and work programs, to determine the methods, procedures and means of providing such services, to determine what constitutes good and efficient City service, subject to the terms of this agreement.

- 22.2** The Mayor may temporarily assign work historically not performed by Union members on a regular basis, including, but not limited to, cleaning sidewalks, empty lots, brooks, etc.
- 22.3** The City shall have the right to temporarily transfer employees from their regular job, within the Finance Department, for any reason, PROVIDED: the transfer period for reasons other than to avoid layoff, shall not exceed fourteen (14) working days in the aggregate during any contract year except in cases where an employee registers no objection to remaining on such temporary transfer beyond said fourteen (14) working days, maximum. Employees temporarily transferred to a lower rated job will suffer no reduction in their hourly rate of pay. Employees temporarily transferred to a higher rated job will have their hourly rate increased in accordance with Article 2.6.

ARTICLE 23

ALTERATION OF AGREEMENT

- 23.1** It is understood that any alteration or modification of this agreement shall be binding upon the parties hereto only if executed in writing.
- 23.2** The waiver of any breach or condition of this agreement by either party shall not constitute a precedent in the future enforcement of all the terms and conditions herein.

ARTICLE 24

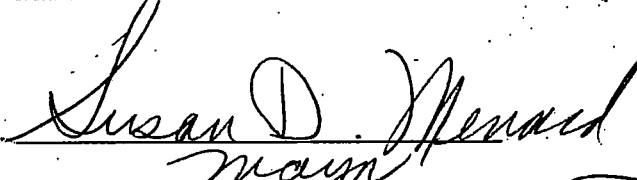
DURATION

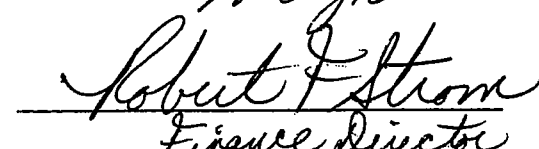
- 24.1** This agreement will be and remain in effect until June 30, 2008 and thereafter will be automatically renewed from year to year unless at least thirty (30) days

prior to the termination date hereof, the normal termination date of any automatic extension period either party serves upon the other written notice that it desires to make a change or changes therein and specified such change or changes.

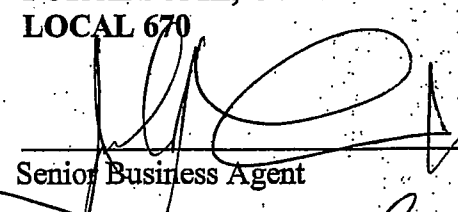
- 24.2 In such event, both parties hereto agree to arrange a conference between them to be held within ten (10) days after the serving of such notice for the purpose of discussing the proposed change, or changes and the making of a new agreement. This agreement will remain in full force and effect until the execution of a new agreement, provided, however that if such conference fails to result in the execution of a new agreement by the expiration of this agreement, either party thereafter may terminate this agreement by giving notice to the other in writing.

FOR THE CITY OF WOONSOCKET


Susan D. Menard
Mayor


Robert F. Strom
Finance Director

FOR AFSCME, COUNCIL 94
LOCAL 670


Senior Business Agent


President, Local 670

3/3/06

PRIVATIZATION

The City is in the process of evaluating the merits of contract operations, via a public-private partnership in relation to the Wastewater Treatment Facility.

The City intends to honor union representation and the Union agrees to participate in the City's efforts to evaluate and/or establish said partnership.

ADDENDUM

APPENDIX A

JOB SPECIFICATIONS

APPENDIX B

Job Titles and Salaries

SEE ATTACHED

4 90 raise

MUNICIPAL UNION, LOCAL 670					PAY-PLAN		Effective July 2005			
GRADE	STEP 1	STEP 2	STEP 3	STEP 4						
M1			\$240.694	\$252.477	ZONING CLERK TYPIST					20
M2			\$253.302	\$264.337	JANITOR (PART TIME LIBRARY)					20
M3			\$280.634	\$315.754	MESSENGER (CITY HALL)					35
M4			\$418.506	\$437.528	JUNIOR LIBRARY ASSISTANT					35
M5			\$431.236	\$442.156	SENIOR CLERK TYPIST (PublicWorks)					35
M6			\$441.002	\$451.942	UNASSIGNED M-GRADE					35
M7			\$448.500	\$459.836	SENIOR CLERK TYPIST (BCI CI)					35
M8			\$454.220	\$460.564	POLICE CLERK (TRAFFIC)					35
M9			\$448.432	\$461.042	SENIOR LIBRARY ASSISTANT					35
M10			\$452.721	\$463.665	PBX OPERATOR / FINANCE CLERK					35
					VITAL RECORDS CLERK					35
M11	\$442.448	\$456.225	\$470.176	\$477.476	ASSISTANT CHILDRENS LIBRARIAN					35
					CIRCULATION AIDE					35
					PARPROFESSIONAL (LIBRARY)					35
M12			\$471.572	\$477.889	ELECTION CLERK					35
					SENIOR CLERK TYPIST (PERS) (PERSONNEL AIDE)					35
M13			\$477.205	\$483.509	USER CHARGE CLERK					35
					DATA ENTRY OPERATOR					35
M14	\$451.019	\$468.796	\$478.719	\$484.998	CIRCULATION SERVICES COORDINATOR					35
M15	\$455.114	\$468.938	\$482.724	\$490.166	ACCOUNT CLERK					35
M16	\$462.745	\$480.526	\$490.452	\$496.726	LIBRARY TECHNICAL AIDE					35
M17			\$484.817	\$496.777	ELEVATOR OPERATOR					40
M18			\$490.433	\$497.009	WATER WORKS CLERK					35
					PUBLIC WORKS ACCOUNT CLERK					35
M19			\$468.364	\$511.129	SENIOR CLERK TYPIST (POLICE) CHIEF'S SECRETARY					35
M20			\$509.827	\$516.726	JANITOR/SECURITY					40
M21	\$486.156	\$498.224	\$506.863	\$517.748	ASSOCIATE TAX CLERK					35
					REAL ESTATE TRANSFER CLERK					35
					ACCOUNTS RECEIVABLE CLERK					35
M22	\$485.523	\$499.899	\$514.243	\$521.977	SENIOR WATER DIVISION ACCOUNT CLERK					35
M23	\$492.905	\$501.548	\$511.315	\$522.246	SECURITY OFFICER					40
M24			\$515.577	\$525.318	BEAUTIFICATION MAINTENANCE SPECIALIST					40
					MAINTENANCE HELPER					40
					LABORER					40
M25	\$497.414	\$506.173	\$516.044	\$528.150	UNASSIGNED M-GRADE					

M26	\$ 498.514	\$ 508.373	\$ 518.710	\$ 528.330		OFFICE MANAGER/SECRETARY / planning & zoning	35
M27	\$ 486.161	\$ 498.228	\$ 518.587	\$ 529.478		FEDERAL CONTRACTS CLERK	35
M28	\$ 504.639	\$ 516.730	\$ 525.331	\$ 536.300		METER READER & REPAIR/SHOPPERSON	40
						WATER & SEWER LABORER	35
						PAYROLL CLERK	35
M29	\$ 509.145	\$ 517.901	\$ 527.773	\$ 539.879		ASSISTANT ANIMAL CONTROL OFFICER	40
M30	\$ 516.589	\$ 524.399	\$ 528.580	\$ 540.519		PRINCIPAL CLERK TYPIST	35
M31	\$ 510.295	\$ 522.375	\$ 530.979	\$ 545.359		ACCOUNT PAYABLE CLERK	35
						ENGINEERING ADMINISTRATIVE AIDE	35
						PURCHASING CLERK	35
M32	\$ 514.778	\$ 523.383	\$ 533.150	\$ 546.367		UNASSIGNED M-GRADE	35
M33	\$ 509.278	\$ 523.037	\$ 531.232	\$ 547.165		LIBRARY CUSTODIAN	35
						SHOP MAINTENANCE PERSON	40
						LIGHT EQUIPMENT OPERATOR	40
M34	\$ 527.850	\$ 535.288	\$ 543.923	\$ 550.809		READERS ADVISOR	35
						LICENSING AIDE/ CITY CLERK	35
M35	\$ 519.326	\$ 527.982	\$ 542.362	\$ 550.979		TREASURY AIDE	35
M36			\$ 543.160	\$ 556.933		MEDIUM EQUIPMENT OPERATOR	40
M37	\$ 522.021	\$ 534.101	\$ 542.708	\$ 557.088		PURCHASE ORDER CLERK	35
M38	\$ 526.504	\$ 535.224	\$ 544.879	\$ 558.096		ASPHALT RAKER	40
M39	\$ 522.401	\$ 535.450	\$ 548.654	\$ 558.589		MUNICIPAL COURT AIDE	35
M40	\$ 528.342	\$ 542.142	\$ 553.057	\$ 566.261		MAINTENANCE FOREPERSON	40
M41	\$ 517.465	\$ 531.775	\$ 552.484	\$ 569.068		WATER SUPPLY INSPECTOR	40
M42	\$ 544.319	\$ 552.806	\$ 564.995	\$ 575.899		UTILITY PERSON	40
						METER FOREPERSON	40
M43	\$ 540.070	\$ 556.130	\$ 569.357	\$ 583.743		BOOK KEEPER	35
						CITY CLERK AIDE	35
M44	\$ 553.897	\$ 562.734	\$ 575.401	\$ 586.732		WATER UTILITY PERSON	40
						SEWER UTILITY PERSON	40
M45	\$ 557.195	\$ 568.608	\$ 582.398	\$ 591.571		PRETREATMENT AIDE	40
M46	\$ 551.799	\$ 567.859	\$ 581.080	\$ 595.473		HEAVY EQUIPMENT OPERATOR	40
M47	\$ 530.308	\$ 546.948	\$ 581.674	\$ 610.395		EQUIPMENT MECHANIC	40
						TAX CLERK	35
M48	\$ 581.250	\$ 592.218	\$ 603.162	\$ 615.066		MAINTENANCE REPAIR SPECIALIST	40
						ELECTION AIDE	35
M49	\$ 573.878	\$ 590.572	\$ 604.330	\$ 619.291		HEAVY EQUIPMENT OPERATOR (WATER)	40
M50			\$ 581.200	\$ 624.000		PUBLIC SAFETY TELECOMMUNICATIONS CLERK	40

M51	\$ 592.978	\$ 603.946	\$ 614.891	\$ 626.790		ANIMAL CONTROL OFFICER		40
M52	\$ 585.627	\$ 602.776	\$ 611.882	\$ 644.037		LABOR FOREPERSON		40
M53			\$ 642.129	\$ 651.935		WATER POLLUTION CONTROL OPERATOR		40
M54	\$ 608.633	\$ 621.862	\$ 632.543	\$ 655.547		SEWER FOREPERSON		40
M55	\$ 604.063	\$ 617.279	\$ 630.473	\$ 662.113		SENIOR MAINTENANCE PERSON		40
M56	\$ 642.991	\$ 652.546	\$ 662.090	\$ 676.433		PLANT EQUIPMENT OPERATOR		40
M57	\$ 615.546	\$ 633.291	\$ 656.002	\$ 677.087		PRINCIPAL HOUSING PROGRAM TECHNICIAN		35
M58	\$ 633.550	\$ 649.609	\$ 662.839	\$ 677.206		SENIOR EQUIPMENT MECHANIC		40
						SENIOR LABOR FOREPERSON		40
M59			\$ 667.816	\$ 678.022		WATER TREATMENT PLANT OPERATOR		40
M60	\$ 632.984	\$ 646.742	\$ 657.842	\$ 681.773		WATER FORE PERSON		40
M61	\$ 632.984	\$ 646.742	\$ 670.045	\$ 693.976		UNASSIGNED M-GRADE		40
M62	\$ 658.890	\$ 675.595	\$ 689.353	\$ 704.292		SENIOR LABOR FOREPERSON (HIGHWAY)		40
						SENIOR EQUIPMENT MECHANIC (HIGHWAY)		40
M63	\$ 671.082	\$ 687.798	\$ 701.556	\$ 716.495		PRETREATMENT INSPECTOR		40
M63A	\$ 682.794	\$ 696.519	\$ 719.849	\$ 743.694		POLICE EQUIPMENT MECHANIC		40
M64	\$ 746.683	\$ 765.826	\$ 777.753	\$ 793.321		SENIOR WATER FOREPERSON		40
M65	\$ 758.875	\$ 778.017	\$ 789.955	\$ 805.524		MASTER MAINTENANCE MECHANIC		40

2% raise

MUNICIPAL UNION, LOCAL 670 PAY-PLAN						Effective July 2006			
GRADE	STEP 2	STEP 2	STEP 2	STEP 3	STEP 4				
M1				245.508	257.526	ZONING CLERK TYPIST			20
M2				258.368	269.624	JANITOR (PART TIME LIBRARY)			20
M3				286.246	322.069	MESSENGER (CITY HALL)			35
M4				426.877	446.279	JUNIOR LIBRARY ASSISTANT			35
M5				439.861	450.999	SENIOR CLERK TYPIST			35
M6				449.822	460.981	UNASSIGNED M-GRADE			35
M7				457.470	469.033	SENIOR CLERK TYPIST (BCI CL)			35
M8				463.305	469.775	POLICE CLERK (TRAFFIC)			35
M9				457.401	470.263	SENIOR LIBRARY ASSISTANT			35
M10				461.776	472.938	PBX OPERATOR / FINANCE CLERK			35
						VITAL RECORDS CLERK			35
M11	451.297	465.350	479.580	487.025		ASSISTANT CHILDRENS LIBRARIAN			35
						CIRCULATION AIDE			35
						PARPROFESSIONAL (LIBRARY)			35
M12			481.003	487.447		ELECTION CLERK			35
M13			486.749	493.180		SENIOR CLERK TYPIST (PERS) (PERSONNEL AIDE)			35
						USER CHARGE CLERK			35
						DATA ENTRY OPERATOR			35
M14	460.039	478.172	488.293	494.698		CIRCULATION SERVICES COORDINATOR			35
M15	464.216	478.317	492.378	499.969		ACCOUNT CLERK			35
M16	472.000	490.136	500.261	506.660		LIBRARY TECHNICAL AIDE			35
M17			494.513	506.713		ELEVATOR OPERATOR			40
M18			500.242	506.949		WATER WORKS CLERK			35
						PUBLIC WORKS ACCOUNT CLERK			35
M19			477.731	521.351		SENIOR CLERK TYPIST (POLICE) CHIEF'S SECRETARY			35
M20			520.024	527.061		JANITOR/SECURITY			40
M21	495.879	508.189	517.000	528.103		ASSOCIATE TAX CLERK			35
						REAL ESTATE TRANSFER CLERK			35
						ACCOUNTS RECEIVABLE CLERK			35
M22	495.233	509.897	524.528	532.417		SENIOR WATER DIVISION ACCOUNT CLERK			35
M23	502.763	511.579	521.542	532.691		SECURITY OFFICER			40
M24			525.888	535.824		BEAUTIFICATION MAINTENANCE SPECIALIST			40
						MAINTENANCE HELPER			40
						LABORER			40
M25	507.362	516.297	526.365	538.713		UNASSIGNED M-GRADE			

M26	508.484	518.540	529.085	538.897		OFFICE MANAGER/SECRETARY / planning & zoning	35
M27	495.884	508.192	528.959	540.068		FEDERAL CONTRACTS CLERK	35
M28	514.731	527.065	535.838	547.026		METER READER & REPAIR/SHOPPERSON	40
						WATER & SEWER LABORER	35
						PAYROLL CLERK	35
M29	519.328	528.259	538.328	550.676		ASSISTANT ANIMAL CONTROL OFFICER	40
M30	526.921	534.887	539.152	551.330		PRINCIPAL CLERK TYPIST	35
M31	520.501	532.822	541.599	556.266		ACCOUNT PAYABLE CLERK	35
						ENGINEERING ADMINISTRATIVE AIDE	35
						PURCHASING CLERK	35
M32	525.074	533.850	543.813	557.294		UNASSIGNED M-GRADE	35
M33	519.463	533.498	541.857	558.108		LIBRARY CUSTODIAN	35
						SHOP MAINTENANCE PERSON	40
						LIGHT EQUIPMENT OPERATOR	40
M34	538.407	545.994	554.801	561.825		READERS ADVISOR	35
						LICENSING AIDE/ CITY CLERK	35
M35	529.712	538.542	553.209	561.999		TREASURY AIDE	35
M36			554.024	568.072		MEDIUM EQUIPMENT OPERATOR	40
M37	532.461	544.783	553.562	568.230		PURCHASE ORDER CLERK	35
M38	537.034	545.929	555.776	569.258		ASPHALT RAKER	40
M39	532.949	546.159	559.627	569.761		MUNICIPAL COURT AIDE	35
M40	538.909	552.985	564.118	577.586		MAINTENANCE FOREPERSON	40
M41	527.814	542.410	563.534	580.449		WATER SUPPLY INSPECTOR	40
M42	555.206	563.862	576.295	587.417		UTILITY PERSON	40
						METER FOREPERSON	40
M43	550.872	567.253	580.744	595.418		BOOK KEEPER	35
						CITY CLERK AIDE	35
M44	564.975	573.989	586.909	598.467		WATER UTILITY PERSON	40
						SEWER UTILITY PERSON	40
M45	568.339	579.980	594.046	603.402		PRETREATMENT AIDE	40
M46	562.835	579.216	592.702	607.382		HEAVY EQUIPMENT OPERATOR	40
M47	540.914	557.887	593.308	622.603		EQUIPMENT MECHANIC	40
						TAX CLERK	35
M48	592.875	604.062	615.225	627.368		MAINTENANCE REPAIR SPECIALIST	40
						ELECTION AIDE	35
M49	585.356	602.383	616.417	631.677		HEAVY EQUIPMENT OPERATOR (WATER)	40
M50			592.824	636.480		PUBLIC SAFETY TELECOMMUNICATIONS CLERK	40

M51	604.838	616.025	627.189	639.326		ANIMAL CONTROL OFFICER			40
M52	597.340	614.831	624.120	656.918		LABOR FOREPERSON			40
M53			654.971	664.974		WATER POLLUTION CONTROL OPERATOR			40
M54	620.806	634.299	645.193	668.658		SEWER FOREPERSON			40
M55	616.145	629.624	643.082	675.356		SENIOR MAINTENANCE PERSON			40
M56	655.851	665.597	675.332	689.962		PLANT EQUIPMENT OPERATOR			40
M57	627.857	645.957	669.122	690.629		PRINCIPAL HOUSING PROGRAM TECHNICIAN			35
M58	646.221	662.602	676.096	690.750		SENIOR EQUIPMENT MECHANIC			40
M59						SENIOR LABOR FOREPERSON			40
M60	645.644	659.677	681.173	691.582		WATER TREATMENT PLANT OPERATOR			40
M61	645.644	659.677	670.999	695.409		WATER FORE PERSON			40
M62	672.068	689.107	683.446	707.856		UNASSIGNED M-GRADE			40
			703.140	718.378		SENIOR LABOR FOREPERSON (HIGHWAY)			40
M63	684.504	701.554				SENIOR EQUIPMENT MECHANIC (HIGHWAY)			40
M63A	696.450	710.450	715.587	730.825		PRETREATMENT INSPECTOR			40
M64	761.616	781.142	734.246	758.567		POLICE EQUIPMENT MECHANIC			40
M65	774.052	793.578	793.308	809.187		SENIOR WATER FOREPERSON			40
			805.755	821.634		MASTER MAINTENANCE MECHANIC			40

270 new

MUNICIPAL UNION, LOCAL 670 PAY-PLAN Effective January 2007								
GRADE	STEP 1	STEP 2	STEP 3	STEP 4				
M1			250.418	262.677		ZONING CLERK TYPIST		20
M2			263.536	275.016		JANITOR (PART TIME LIBRARY)		20
M3			291.971	328.511		MESSENGER (CITY HALL)		35
M4			435.414	455.204		JUNIOR LIBRARY ASSISTANT		35
M5			448.658	460.019		SENIOR CLERK TYPIST		35
M6			458.818	470.201		UNASSIGNED M-GRADE		35
M7			466.619	478.413		SENIOR CLERK TYPIST (BCI CL)		35
M8			472.571	479.171		POLICE CLERK (TRAFFIC)		35
M9			466.549	479.668		SENIOR LIBRARY ASSISTANT		35
M10			471.011	482.397		PBX OPERATOR / FINANCE CLERK		35
						VITAL RECORDS CLERK		35
M11	460.323	474.657	489.171	496.766		ASSISTANT CHILDRENS LIBRARIAN		35
						CIRCULATION AIDE		35
						PARPROFESSIONAL (LIBRARY)		35
M12			490.623	497.196		ELECTION CLERK		35
						SENIOR CLERK TYPIST (PERS) (PERSONNEL AIDE)		35
M13			496.484	503.043		USER CHARGE CLERK		35
						DATA ENTRY OPERATOR		35
M14	469.240	487.736	498.059	504.592		CIRCULATION SERVICES COORDINATOR		35
M15	473.501	487.884	502.226	509.968		ACCOUNT CLERK		35
M16	481.440	499.939	510.266	516.793		LIBRARY TECHNICAL AIDE		35
M17			504.403	516.847		ELEVATOR OPERATOR		40
M18			510.246	517.088		WATER WORKS CLERK		35
						PUBLIC WORKS ACCOUNT CLERK		35
M19			487.286	531.778		SENIOR CLERK TYPIST (POLICE) CHIEF'S SECRETARY		35
M20			530.424	537.602		JANITOR/SECURITY		40
M21	505.797	518.352	527.340	538.665		ASSOCIATE TAX CLERK		35
						REAL ESTATE TRANSFER CLERK		35
						ACCOUNTS RECEIVABLE CLERK		35
M22	505.138	520.095	535.018	543.065		SENIOR WATER DIVISION ACCOUNT CLERK		35
M23	512.818	521.811	531.973	543.344		SECURITY OFFICER		40
M24			536.406	546.541		BEAUTIFICATION MAINTENANCE SPECIALIST		40
						MAINTENANCE HELPER		40
						LABORER		40
M25	517.509	526.623	536.892	549.487		UNASSIGNED M-GRADE		40

M26	518.654	528.911	539.666	549.675		OFFICE MANAGER/SECRETARY / planning & zoning	35
M27	505.801	518.356	539.538	550.869		FEDERAL CONTRACTS CLERK	35
M28	525.026	537.606	546.554	557.966		METER READER & REPAIR/SHOPPERSON	40
						WATER & SEWER LABORER	35
						PAYROLL CLERK	35
M29	529.715	538.824	549.095	561.690		ASSISTANT ANIMAL CONTROL OFFICER	40
M30	537.459	545.585	549.935	562.356		PRINCIPAL CLERK TYPIST	35
M31	530.911	543.479	552.431	567.392		ACCOUNT PAYABLE CLERK	35
						ENGINEERING ADMINISTRATIVE AIDE	35
						PURCHASING CLERK	35
M32	535.575	544.527	554.689	568.440		UNASSIGNED M-GRADE	35
M33	529.852	544.167	552.694	569.270		LIBRARY CUSTODIAN	35
						SHOP MAINTENANCE PERSON	40
						LIGHT EQUIPMENT OPERATOR	40
M34	549.175	556.914	565.897	573.062		READERS ADVISOR	35
						LICENSING AIDE/ CITY CLERK	35
M35	540.307	549.313	564.273	573.239		TREASURY AIDE	35
M36			565.104	579.433		MEDIUM EQUIPMENT OPERATOR	40
M37	543.111	555.678	564.634	579.594		PURCHASE ORDER CLERK	35
M38	547.775	556.848	566.892	580.643		ASPHALT RAKER	40
M39	543.506	557.082	570.819	581.156		MUNICIPAL COURT AIDE	35
M40	549.687	564.045	575.400	589.138		MAINTENANCE FOREPERSON	40
M41	538.370	553.259	574.805	592.058		WATER SUPPLY INSPECTOR	40
M42	566.310	575.139	587.821	599.166		UTILITY PERSON	40
						METER FOREPERSON	40
M43	561.889	578.598	592.359	607.326		BOOK KEEPER	35
						CITY CLERK AIDE	35
M44	576.274	585.469	598.647	610.436		WATER UTILITY PERSON	40
						SEWER UTILITY PERSON	40
M45	579.706	591.580	605.927	615.470		PRETREATMENT AIDE	40
M46	574.092	590.800	604.556	619.530		HEAVY EQUIPMENT OPERATOR	40
M47	551.732	569.045	605.174	635.055		EQUIPMENT MECHANIC	40
						TAX CLERK	35
M48	604.732	616.143	627.530	639.915		MAINTENANCE REPAIR SPECIALIST	40
						ELECTION AIDE	35
M49	597.063	614.431	628.745	644.311		HEAVY EQUIPMENT OPERATOR (WATER)	40
M50			604.680	649.210		PUBLIC SAFETY TELECOMMUNICATIONS CLERK	40

M51	616.935	628.346	639.733	652.113		ANIMAL CONTROL OFFICER		40
M52	609.287	627.128	636.602	670.056		LABOR FOREPERSON		40
M53			668.071	678.273		WATER POLLUTION CONTROL OPERATOR		40
M54	633.222	646.985	658.097	682.031		SEWER FOREPERSON		40
M55	628.467	642.217	655.944	688.863		SENIOR MAINTENANCE PERSON		40
M56	668.968	678.909	688.838	703.761		PLANT EQUIPMENT OPERATOR		40
M57	640.414	658.876	682.505	704.442		PRINCIPAL HOUSING PROGRAM TECHNICIAN		35
M58	659.145	675.854	689.618	704.565		SENIOR EQUIPMENT MECHANIC		40
						SENIOR LABOR FOREPERSON		40
M59			694.796	705.414		WATER TREATMENT PLANT OPERATOR		40
M60	658.556	672.871	684.419	709.317		WATER FORE PERSON		40
M61	658.556	672.871	697.115	722.013		UNASSIGNED M-GRADE		40
M62	685.509	702.889	717.203	732.746		SENIOR LABOR FOREPERSON (HIGHWAY)		40
						SENIOR EQUIPMENT MECHANIC (HIGHWAY)		40
M63	698.194	715.585	729.899	745.442		PRETREATMENT INSPECTOR		40
M63A	710.379	724.659	748.931	773.739		POLICE EQUIPMENT MECHANIC		40
M64	776.849	796.765	809.174	825.371		SENIOR WATER FOREPERSON		40
M65	789.533	809.449	821.870	838.067		MASTER MAINTENANCE MECHANIC		40

270 new

MUNICIPAL UNION, LOCAL 670 PAY-PLAN						Effective July 2007			
GRADE	STEP 1	STEP 2	STEP 3	STEP 4					
M1			255.426	267.931		ZONING CLERK TYPIST			20
M2			268.807	280.516		JANITOR (PART TIME LIBRARY)			20
M3			297.811	335.081		MESSENGER (CITY HALL)			35
M4			444.122	464.308		JUNIOR LIBRARY ASSISTANT			35
M5			457.631	469.219		SENIOR CLERK TYPIST			35
M6			467.994	479.605		UNASSIGNED M-GRADE			35
M7			475.952	487.982		SENIOR CLERK TYPIST (BCI CL)			35
M8			482.022	488.754		POLICE CLERK (TRAFFIC)			35
M9			475.880	489.261		SENIOR LIBRARY ASSISTANT			35
M10			480.432	492.045		PBX OPERATOR / FINANCE CLERK			35
						VITAL RECORDS CLERK			35
M11	469.530	484.150	498.955	506.701		ASSISTANT CHILDRENS LIBRARIAN			35
						CIRCULATION AIDE			35
						PARPROFESSIONAL (LIBRARY)			35
M12			500.435	507.140		ELECTION CLERK			35
						SENIOR CLERK TYPIST (PERS) (PERSONNEL AIDE)			35
M13			506.413	513.104		USER CHARGE CLERK			35
						DATA ENTRY OPERATOR			35
M14	478.625	497.490	508.020	514.683		CIRCULATION SERVICES COORDINATOR			35
M15	482.971	497.641	512.270	520.168		ACCOUNT CLERK			35
M16	491.069	509.938	520.471	527.129		LIBRARY TECHNICAL AIDE			35
M17			514.492	527.184		ELEVATOR OPERATOR			40
M18			520.451	527.430		WATER WORKS CLERK			35
						PUBLIC WORKS ACCOUNT CLERK			35
M19			497.032	542.414		SENIOR CLERK TYPIST (POLICE) CHIEF'S SECRETARY			35
M20			541.033	548.354		JANITOR/SECURITY			40
M21	515.913	528.719	537.887	549.439		ASSOCIATE TAX CLERK			35
						REAL ESTATE TRANSFER CLERK			
						ACCOUNTS RECEIVABLE CLERK			35
M22	515.241	530.497	545.719	553.926		SENIOR WATER DIVISION ACCOUNT CLERK			35
M23	523.074	532.247	542.612	554.211		SECURITY OFFICER			40
M24			547.134	557.472		BEAUTIFICATION MAINTENANCE SPECIALIST			40
						MAINTENANCE HELPER			40
						LABORER			40
M25	527.859	537.155	547.630	560.477		UNASSIGNED M-GRADE			

M26	529.027	539.489	550.460	560.668		OFFICE MANAGER/SECRETARY / planning & zoning	35
M27	515.917	528.723	550.328	561.887		FEDERAL CONTRACTS CLERK	35
M28	535.526	548.358	557.485	569.126		METER READER & REPAIR/SHOPPERSON	40
						WATER & SEWER LABORER	35
						PAYROLL CLERK	35
M29	540.309	549.600	560.077	572.924		ASSISTANT ANIMAL CONTROL OFFICER	40
M30	548.208	556.497	560.933	573.603		PRINCIPAL CLERK TYPIST	35
M31	541.529	554.348	563.480	578.740		ACCOUNT PAYABLE CLERK	35
						ENGINEERING ADMINISTRATIVE AIDE	35
						PURCHASING CLERK	35
M32	546.287	555.418	565.783	579.809		UNASSIGNED M-GRADE	35
M33	540.449	555.051	563.748	580.656		LIBRARY CUSTODIAN	35
						SHOP MAINTENANCE PERSON	40
						LIGHT EQUIPMENT OPERATOR	40
M34	560.159	568.052	577.215	584.523		READERS ADVISOR	35
						LICENSING AIDE/ CITY CLERK	35
M35	551.113	560.299	575.559	584.704		TREASURY AIDE	35
M36			576.406	591.022		MEDIUM EQUIPMENT OPERATOR	40
M37	553.973	566.792	575.926	591.186		PURCHASE ORDER CLERK	35
M38	558.730	567.984	578.230	592.256		ASPHALT RAKER	40
M39	554.376	568.224	582.236	592.779		MUNICIPAL COURT AIDE	35
M40	560.680	575.326	586.908	600.921		MAINTENANCE FOREPERSON	40
M41	549.138	564.324	586.301	603.899		WATER SUPPLY INSPECTOR	40
M42	577.636	586.642	599.577	611.149		UTILITY PERSON	40
						METER FOREPERSON	40
M43	573.127	590.170	604.206	619.473		BOOK KEEPER	35
						CITY CLERK AIDE	35
M44	587.800	597.178	610.620	622.645		WATER UTILITY PERSON	40
						SEWER UTILITY PERSON	40
M45	591.300	603.411	618.045	627.780		PRETREATMENT AIDE	40
M46	585.574	602.616	616.647	631.920		HEAVY EQUIPMENT OPERATOR	40
M47	562.767	580.426	617.278	647.756		EQUIPMENT MECHANIC	40
						TAX CLERK	35
M48	616.827	628.466	640.080	652.713		MAINTENANCE REPAIR SPECIALIST	40
						ELECTION AIDE	35
M49	609.004	626.719	641.320	657.197		HEAVY EQUIPMENT OPERATOR (WATER)	40
M50			616.774	662.194		PUBLIC SAFETY TELECOMMUNICATIONS CLERK	40

M51	629.273	640.913	652.528	665.155		ANIMAL CONTROL OFFICER		40
M52	621.473	639.670	649.335	683.457		LABOR FOREPERSON		40
M53			681.432	691.839		WATER POLLUTION CONTROL OPERATOR		40
M54	645.886	659.925	671.259	695.672		SEWER FOREPERSON		40
M55	641.037	655.061	669.063	702.640		SENIOR MAINTENANCE PERSON		40
M56	682.347	692.487	702.615	717.836		PLANT EQUIPMENT OPERATOR		40
M57	653.223	672.054	696.155	718.531		PRINCIPAL HOUSING PROGRAM TECHNICIAN		35
M58	672.328	689.371	703.410	718.657		SENIOR EQUIPMENT MECHANIC		40
						SENIOR LABOR FOREPERSON		40
M59			708.692	719.522		WATER TREATMENT PLANT OPERATOR		40
M60	671.728	686.328	698.107	723.503		WATER FORE PERSON		40
M61	671.728	686.328	711.057	736.453		UNASSIGNED M-GRADE		40
M62	699.220	716.946	731.547	747.401		SENIOR LABOR FOREPERSON (HIGHWAY)		40
						SENIOR EQUIPMENT MECHANIC (HIGHWAY)		40
M63	712.158	729.896	744.497	760.351		PRETREATMENT INSPECTOR		40
M63A	724.586	739.152	763.910	789.214		POLICE EQUIPMENT MECHANIC		40
M64	792.386	812.700	825.357	841.878		SENIOR WATER FOREPERSON		40
M65	805.324	825.638	838.307	854.828		MASTER MAINTENANCE MECHANIC		40

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MUNICIPAL UNION, LOCAL 670						PAY-PLAN		Effective January 2008			
GRADE	STEP 1	STEP 2	STEP 3	STEP 4							
M1			260.535	273.289		ZONING CLERK TYPIST					20
M2			274.183	286.127		JANITOR (PART TIME LIBRARY)					20
M3			303.767	341.783		MESSENGER (CITY HALL)					35
M4			453.005	473.594		JUNIOR LIBRARY ASSISTANT					35
M5			466.784	478.604		SENIOR CLERK TYPIST					35
M6			477.354	489.197		UNASSIGNED M-GRADE					35
M7			485.471	497.741		SENIOR CLERK TYPIST (BCI CL)					35
M8			491.663	498.529		POLICE CLERK (TRAFFIC)					35
M9			485.397	499.047		SENIOR LIBRARY ASSISTANT					35
M10			490.040	501.885		PBX OPERATOR / FINANCE CLERK					35
						VITAL RECORDS CLERK					35
M11	478.920	493.833	508.934	516.835		ASSISTANT CHILDRENS LIBRARIAN					35
						CIRCULATION AIDE					35
						PARPROFESSIONAL (LIBRARY)					35
M12			510.444	517.283		ELECTION CLERK					35
						SENIOR CLERK TYPIST (PERS) (PERSONNEL AIDE)					35
M13			516.542	523.366		USER CHARGE CLERK					35
						DATA ENTRY OPERATOR					35
M14	488.197	507.440	518.181	524.977		CIRCULATION SERVICES COORDINATOR					35
M15	492.630	507.594	522.516	530.571		ACCOUNT CLERK					35
M16	500.890	520.136	530.881	537.672		LIBRARY TECHNICAL AIDE					35
M17			524.781	537.727		ELEVATOR OPERATOR					40
M18			530.860	537.978		WATER WORKS CLERK					35
						PUBLIC WORKS ACCOUNT CLERK					35
M19			506.972	553.262		SENIOR CLERK TYPIST (POLICE) CHIEF'S SECRETARY					35
M20			551.853	559.321		JANITOR/SECURITY					40
M21	526.231	539.294	548.644	560.428		ASSOCIATE TAX CLERK					35
						REAL ESTATE TRANSFER CLERK					35
						ACCOUNTS RECEIVABLE CLERK					35
M22	525.546	541.107	556.633	565.005		SENIOR WATER DIVISION ACCOUNT CLERK					35
M23	533.536	542.892	553.464	565.295		SECURITY OFFICER					40
M24			558.077	568.621		BEAUTIFICATION MAINTENANCE SPECIALIST					40
						MAINTENANCE HELPER					40
						LABORER					40
M25	538.417	547.898	558.583	571.687		UNASSIGNED M-GRADE					

M26	539.607	550.279	561.469	571.882		OFFICE MANAGER/SECRETARY / planning & zoning	35
M27	526.236	539.298	561.335	573.124		FEDERAL CONTRACTS CLERK	35
M28	546.237	559.325	568.635	580.508		METER READER & REPAIR/SHOPPERSON	40
						WATER & SEWER LABORER	35
						PAYROLL CLERK	35
M29	551.115	560.592	571.278	584.382		ASSISTANT ANIMAL CONTROL OFFICER	40
M30	559.172	567.627	572.152	585.075		PRINCIPAL CLERK TYPIST	35
M31	552.360	565.435	574.749	590.314		ACCOUNT PAYABLE CLERK	35
						ENGINEERING ADMINISTRATIVE AIDE	35
						PURCHASING CLERK	35
M32	557.212	566.526	577.099	591.405		UNASSIGNED M-GRADE	35
M33	551.258	566.152	575.023	592.269		LIBRARY CUSTODIAN	35
						SHOP MAINTENANCE PERSON	40
						LIGHT EQUIPMENT OPERATOR	40
M34	571.362	579.413	588.759	596.213		READERS ADVISOR	35
						LICENSING AIDE/ CITY CLERK	35
M35	562.135	571.505	587.070	596.398		TREASURY AIDE	35
M36			587.934	602.842		MEDIUM EQUIPMENT OPERATOR	40
M37	565.052	578.128	587.445	603.010		PURCHASE ORDER CLERKI	35
M38	569.905	579.344	589.794	604.101		ASPHALT RAKER	40
M39	565.463	579.588	593.881	604.635		MUNICIPAL COURT AIDE	35
M40	571.894	586.832	598.647	612.939		MAINTENANCE FOREPERSON	40
M41	560.120	575.610	598.027	615.977		WATER SUPPLY INSPECTOR	40
M42	589.189	598.375	611.569	623.372		UTILITY PERSON	40
						METER FOREPERSON	40
M43	584.590	601.973	616.290	631.862		BOOK KEEPER	35
						CITY CLERK AIDE	35
M44	599.556	609.122	622.832	635.098		WATER UTILITY PERSON	40
						SEWER UTILITY PERSON	40
M45	603.126	615.480	630.406	640.335		PRETREATMENT AIDE	40
M46	597.285	614.669	628.980	644.559		HEAVY EQUIPMENT OPERATOR	40
M47	574.022	592.035	629.623	660.711		EQUIPMENT MECHANIC	40
						TAX CLERK	35
M48	629.163	641.035	652.882	665.767		MAINTENANCE REPAIR SPECIALIST	40
						ELECTION AIDE	35
M49	621.184	639.254	654.146	670.341		HEAVY EQUIPMENT OPERATOR (WATER)	40
M50			629.110	675.438		PUBLIC SAFETY TELECOMMUNICATIONS CLERK	40

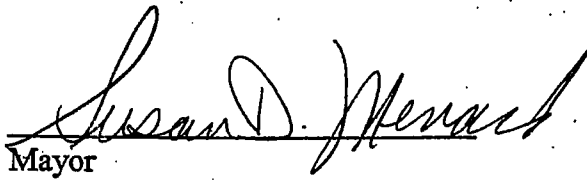
M51	641.859	653.731	665.578	678.458		ANIMAL CONTROL OFFICER			40
M52	633.902	652.464	662.321	697.126		LABOR FOREPERSON			40
M53			695.061	705.675		WATER POLLUTION CONTROL OPERATOR			40
M54	658.804	673.124	684.684	709.585		SEWER FOREPERSON			40
M55	653.858	668.162	682.444	716.693		SENIOR MAINTENANCE PERSON			40
M56	695.994	706.337	716.667	732.193		PLANT EQUIPMENT OPERATOR			40
M57	666.287	685.495	710.078	732.901		PRINCIPAL HOUSING PROGRAM TECHNICIAN			35
M58	685.775	703.158	717.479	733.030		SENIOR EQUIPMENT MECHANIC			40
						SENIOR LABOR FOREPERSON			40
M59			722.866	733.913		WATER TREATMENT PLANT OPERATOR			40
M60	685.162	700.055	712.069	737.973		WATER FORE PERSON			40
M61	685.162	700.055	725.278	751.182		UNASSIGNED M-GRADE			40
M62	713.204	731.285	746.178	762.349		SENIOR LABOR FOREPERSON (HIGHWAY)			40
						SENIOR EQUIPMENT MECHANIC (HIGHWAY)			40
M63	726.401	744.494	759.387	775.558		PRETREATMENT INSPECTOR			40
M63A	739.078	753.935	779.188	804.998		POLICE EQUIPMENT MECHANIC			40
M64	808.233	828.954	841.864	858.716		SENIOR WATER FOREPERSON			40
M65	821.430	842.151	855.073	871.925		MASTER MAINTENANCE MECHANIC			40

LETTERS OF UNDERSTANDING

- I. (a)** The parties hereby agree that the job specifications included herein were negotiated in good faith and are included in the Collective Bargaining Agreement. They have been separated from the Contract because of volume reasons only. These job specifications shall be in full force and effect for the duration of the Collective Bargaining Agreement.

(b) Unless specifically changed in writing by either party through negotiations, it is understood that they will continue in full force and effect.
- II.** The Union and the City agree that both parties recognize the practice and custom of vacation approvals for the Water Department as confirmed in Arbitration #1139-2392-87.
- III.** The practice of the City paying for all courses for Water Department Employees concerning contact hours (continued education hours) needed to maintain required licenses will be continued.
- IV.** There shall be created the position of utility police dispatcher. The basic schedule of this position shall be 7:00 pm to 3:00 am, five (5) days per week. Management shall have discretion to reassign this position to different shifts, if necessary.
- V.** Salary increases for dispatchers (\$13.97/hour) entry level.

CITY OF WOONSOCKET

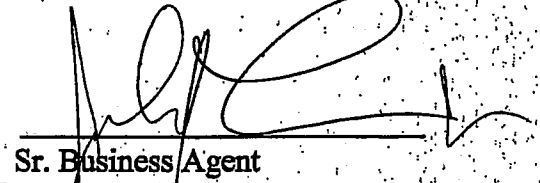


Mayor

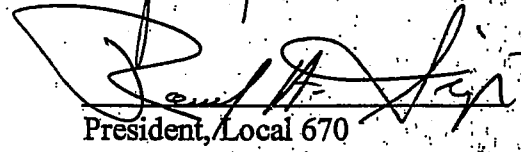
City Solicitor

Date: _____

COUNCIL 94, AFSCME



Sr. Business Agent



President, Local 670

Date 2/3/06